



Gathering Council New Member Process

Prepared for: The Billy Foundation, Gathering Council and Board

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THE GATHERING COUNCIL

The Gathering Council (GC) is a Community Committee of the Billy Foundation formed out of a Visioning Retreat. We have evolved organically to ensure that general coordinators are selected and supported in the production of successful gatherings. The Gathering Council holds the space to maintain the flavor of the individual gatherings. Through our nurturing acts we mentor and assist coordinators in establishing successful themes, identifying sub-coordinators and carrying out the execution of the gathering. The GC provides the organizational memory of gatherings and reinforces best practices. The GC interfaces regularly with the Board of Directors (BOD) and the Resource Coordinator (RC).

JOINING THE GATHERING COUNCIL

The objective of this document is to have a written process that describes how a new Gathering Council member is confirmed. The goals are to make it clear to prospective Gathering Council members how to join, to understand the required qualifications, and to set expectations for a positive and successful Gathering Council experience.

The process begins when a Billy steps up and expresses an interest in joining the Gathering Council.

A Logical Preparation

The Gathering Council regularly works with gathering coordinators to ensure that sub-coordinator roles are filled for each gathering. It is a good idea for potential candidates to have performed a number of sub-coordinator roles to appreciate the level of volunteerism required and to understand the various roles and relationships that are necessary to support a gathering. Similarly, coordinating a gathering is a key experience that helps ensure that any candidate knows what it takes to envision, plan and execute a gathering. The Gathering Council is responsible for ensuring that all gatherings are well coordinated.

Process Steps

1. Candidate is encouraged to begin attending monthly Gathering Council meetings (participating to get the feeling of being on the council).
 2. Candidates may request to join by providing a letter of intent that describes the candidate's level of interest.
 3. The Gathering Council acknowledges request to join within one week after the next GC meeting
 4. The GC forwards the request to the BOD for review through an email to the RC. Board provides feedback by one week after next BOD meeting.
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5. Gathering Council will interview candidate as a group.
6. Gathering Council will evaluate candidate in a closed session and formally communicate decision, with reasons, within but not to exceed 3 months of request.
 - Acceptance
 - Rejection
 - Further discussion required

Key Questions

These are some examples of key questions that may be asked. The questions are intended to be challenging to answer.

- Why do you want to join the Gathering Council? What's in it for you?
- What is your understanding of consensus decision making?
- How do you manage conflict?
- What kinds of tasks / assignments are you most interested in? Least interested in?
- What fears or concerns do you have about joining the Gathering Council?

Qualifications

Many of these qualifications are subjective. These can be thought of in terms of ideal qualities and it is understood that a candidate may not fully have all of these qualifications. Candidates that have strong deficits in any of these areas may choose to see those as personal growth opportunities.

- Organizational savvy
 - Ability to achieve consensus: understanding and acceptance of the principles of consensus as the decision-making process for the Gathering Council
 - Ability to identify and resolve conflicts
 - Ability to see from wide perspective
 - Generous volunteer spirit
 - Problem solving / Troubleshooting
 - Diversity and inclusion
 - Ability to deal with micro-aggressions
 - Collaborative group thinker
 - Creative
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- Joyous and fun
 - Intuitive, compassionate and empathetic
 - Seeing the potential in each of us
 - Orientated toward personal exploration

Requirements:

- Must have coordinated at least 1 and preferably 2 or more gatherings
- Must have attended 3 gathering council meetings
- Must have participated in key sub-coordinator roles such as:
 - Registration
 - Volunteer coordinator
 - Kitchen queen
 - Housing

RESOLVING CONFLICTS

Billy Values guide our process for resolving conflicts (Bylaws Article 1, Section 1.1, and 1.2). Conflicts, arguments and misunderstandings are a part of every organization. In the Gathering Council we have an agreement to first have individuals address personal conflicts between the impacted parties. If this does not or cannot address the conflict, then the matter can be addressed with the other members of the Gathering Council. Further if unresolved the Board would be engaged. It is also appropriate to request or call upon mediation by a third party if deemed appropriate. This approach to resolving conflicts is applicable both within the Gathering Council and between the Gathering Council and others.

THE FINAL DECISION FOR NEW GATHERING COUNCIL MEMBERS

When a candidate has applied or expressed interest and sufficient discussions have taken place, the Gathering Council active members will reach consensus. The possible outcomes may be acceptance, rejection or further discussion. In the case of a rejection or any conditional acceptance the Gathering Council would both explain verbally and produce a written communication to indicate to the candidate the reasons that led to the decision. In the case of a conditional acceptance the Gathering Council will indicate what conditions would allow the Gathering Council to review and reconsider acceptance.

ROLES & RESPONSIBILITIES OF THE GATHERING COUNCIL & THE BILLY FOUNDATION BOARD

Following the Process Steps outlined above, The Gathering Council will provide the candidate's letter of intent and interview summary to The Billy Board of Directors for review, who will provide advice and feedback within one week after the Board Meeting following receipt of the application. The ultimate decision regarding new members to the Gathering Council will be decided by consensus of the existing Gathering Council members.
